

November/
December 2013



Inside this issue:

Article	Page
Reaching Out	1-3
Forum on Contingent Faculty	4-6
Contingent Concerns Labor-Management Meeting Notes Nov 8	7-9
Spotlight: Donna Goodman	10-11
Spotlight: Gregory Bray	12
Student Labor Coalition	13
Labor-Management Meeting Notes, Oct 21	14-15
Labor-Management Meeting Notes, Nov 4	16-17
Spotlight: Richard Kelder	18-19
Spotlight: Mike Malloy	20-21
Chapter Committees	24
November/ December Chapter Event Calendar	25-26
Executive Committee	27



Reaching Out

By Peter D.G. Brown, Chapter President

This is the holiday season of reaching out—to family, friends and co-workers—spending joyful hours together as we cherish the ties that are the deepest and most meaningful in the web of our lives.

Our UUP chapter has spent a year of reaching out not only to our own members, but also to other unions on and off-campus, to students, community and national organizations, faculty governance, the press and the general public.

Outreach is something we do all the time, but we are now doing it more consciously, more intensively, and with sharper focus.

It is no secret that many of our members were less than satisfied with the latest *2011-2016 Agreement between UUP and NYS*. This is not meant as criticism of our Negotiations Team, which fought a determined two-year battle and produced the very best contract that could be achieved under the circumstances.

Changing the Landscape

For many of us, however, that was not good enough, and we are determined to change the landscape so that UUP is no longer demonized and disrespected as just another union of selfish, greedy, overpaid and under-worked educators.

We need your help to do a much better job in communicating our situation to all the various constituencies on and off the campus. If we are going to improve our working conditions, if we expect to get a better contract, we need to reach out not just to current faculty, but also to retired colleagues and to new hires, as well. We need to communicate our



Regional Outreach Committee members from left to right: Brian Obach, Peter Brown, Kevin Saunders, Donna Goodman, Mike Malloy.

concerns not just to our current students, but also to past and prospective ones, their parents and the public at large.

This year we formed a Student Labor Coalition, in which student activists and labor leaders come together on a regular basis to discuss common issues, activities, goals and strategies. We all want to improve access to

quality public education, which should be both affordable and inclusive. Since poor faculty working conditions adversely affect student learning conditions, it is in everyone's interest that all faculty members be fairly compensated and receive an adequate level of support.

In 2013 we also established a SUNY New Paltz Labor Council, in which we reached out to our brothers and sisters in CSEA and other labor unions on campus. UUP offered to share its modest office space—a converted storeroom—with the Sodexo CSEA union leadership. Next year, we will work together to find a more suitable common space for all the campus unions.

Regional Outreach

Under the new statewide leadership of UUP President Fred Kowal, the statewide Outreach Committee has been totally revamped. Most political outreach is now channeled through Regional Outreach Committees. Donna Goodman (see p. 10), a longtime union activist, now co-chairs our Regional Outreach Committee with me. Among other things, we organize visits to State legislators in their district offices. Professor Brian Obach, chair of the Sociology department, is leading the effort to organize these visits, matching up legislators with UUP members living in their legislative districts.

As part of our regional outreach effort, the chapter expects to be rejoining the New Paltz Regional Chamber of Commerce (<http://www.newpaltzchamber.org>), which will allow up to 35 of our members to attend the Chamber's many local events. We are looking for volunteers interested in attending some of these events, talking to local business people about our jobs, issues and working conditions at the College.

Forum on Contingent Faculty

At the end of October, we reached out to our contingent faculty and the entire campus community through a *Forum on Contingent Faculty at SUNY New Paltz: Where Are We Now?* Although both the campus president and the provost had been issued personal invitations a month prior to the Forum, neither was able to attend, since both were committed to attending a SUNY system conference on "Building a Smarter University."

The event drew dozens of speakers: adjuncts, lecturers, chairs and other tenured faculty. Attendance was non-existent from administrators. President Christian and Provost Mauceri were both later given audio CDs of the event with the suggestion that perhaps a good place to begin "building a smarter university" would be to take the time to listen to our own faculty.

The audio recording of the Forum, in three one-hour segments, can be accessed on our website at <http://www.uuphost.org/newpaltzwp/adjuncts/forum-on-contingent-faculty-103013>. A full transcription, including written statements that can still be submitted before the end of the 2013, will be available online early next year.

Reaching out to the Faculty

Over the summer, I met with some of you in the LGBTQ community to work on a *New Paltz Allies Handbook*. UUP leadership and staff were among the initial group of folks to participate in the Allies Program training, and we proudly display the rainbow sign on our office door. The October issue of *The Bullhorn* ran an article describing the program to our members.

This fall, we reached out to the entire faculty and supported its *Resolution for Fair Pay at SUNY New Paltz*, even though it is at some variance with official UUP policy. We reprinted the Resolution in these pages and reported on its progress on our website, as it gained initial approval by the departments of Anthropology, Art History, Elementary Education, Sociology, the Library and the Student Association Student Senate. Others are expected to follow suit.

More than ever before, UUP has been reaching out to Faculty Governance, its Executive Committee and its Presiding Officer, Paul Zuckerman. We always urge faculty to take a more active role in their governance process, just as we strongly encourage greater union activism. It benefits everyone to have informed faculty vigorously advocating for their own interests and those of our students through both governance *and* union structures. A passive faculty can only lead to its own decline and increased administrative control over all aspects of our academic and professional lives.

Reaching Out to You with IDAs and More

In January we will be sending out a letter inviting chapter members to apply for Individual Development Awards (IDAs). Applications for your portion of the \$25,000 in development funds will likely be due in early March 2014, with the announcement of awardees expected the end of April. Documented activities with receipts must have occurred between July 2, 2013, and July 2, 2014.

More than anything, we are reaching out to you to get involved and help us build a stronger union. Spend a few hours per semester working with your colleagues on the emerging Affirmative Action Committee being organized by Professor Karanja Keita Carroll, or getting involved with our Women's Rights & Concerns Committee, the New SUNY Initiatives Committee, the Membership Development Committee or any of the others listed on p. 24.

Following the last day of classes, come join us for our end-of-semester gathering in Bacchus starting at 4:30 PM on Tuesday, December 10.

Best wishes to all of you for a joyful holiday season and a relaxing break from work!



Spencer Salend and Jeff Pollard at a recent Executive Committee Meeting

Forum on Contingent Faculty at SUNY New Paltz: Where Are We Now?

By Daniel Brenner, Chapter Intern

On October 30th, the UUP chapter convened a *Forum on Contingent Faculty at SUNY New Paltz: Where Are We Now?* It was the first such event since May 2005, when a similar Forum was also organized by Chapter President Peter Brown when he chaired the Budget, Goals and Plans Committee. Brown has frequently pointed out that a *majority* of the faculty teaching at New Paltz are contingents. The 2005 Forum was transcribed and is archived on the College's faculty governance website, <http://www.newpaltz.edu/governance>.



Beth Wilson

This latest Forum featured a broad spectrum of several dozen speakers listed below. It was organized into three segments of about one hour each. Anyone can listen to the recording of the event at <http://www.uuphost.org/newpaltzwp/adjuncts/forum-on-contingent-faculty-103013>.

Part 1:

Beth Wilson, Lecturer, Art History

Suzanne Kelly, Former Lecturer, Women's, Gender & Sexuality Studies

William Ma, Adjunct, Electrical & Computer Engineering

Douglas Maynard, Professor, Psychology

Andrea Noel, Associate Professor and Chair, Elementary Education

William Capowski, NYSUT Labor Relations Specialist



Donna Flayhan

Part 2:

Gowri Parameswaran, Professor and Chair, Educational Studies

Donna Flayhan, Associate Professor, Communication & Media

Yvonne Aspengren, Adjunct, Languages, Literatures & Cultures

Vincent Martucci, Lecturer, Music

Robert Miller, Lecturer, Communication & Media

Rachel Rigolino, Lecturer, English

Clinton Bennett, Adjunct, Philosophy

Stephanie Nystrom, Adjunct, Anthropology

Part 3:

Rosemary Millham, Assistant Professor and Director, Master Teaching Program, Secondary Education

Dennis Doherty, Lecturer, English

Steven Pampanella, Lecturer, Sociology

Victor deMunck, Professor, Anthropology

Lucy Barbera, Adjunct, Educational Studies
Glenn Geher, Professor and Chair, Psychology
Monazir Khan, President, Graduate Student Employees Union, Binghamton
James Dearce, Adjunct, Sociology
Daniel Brenner '13, Student

Beth Wilson, a lecturer in Art History and currently the chapter's Officer for Contingents, was the first to speak. She discussed the controversy over the term "contingent," an important issue. Five years ago, Wilson served on UUP's Taskforce on Contingent Employees. Its 2010 Report (<http://uupinfo.org/reports/reportpdf/TFCE%20Report.pdf>) defined "contingent employees" as those not in positions leading to tenure or permanent employment. Eventually, UUP amended its Constitution to create contingents as a separate category of membership, which includes all part-time adjuncts and full-time lecturers.

Wilson pointed out that adjuncts and lecturers are united by a lack of any meaningful job security. SUNY system and the different campus administrations have been reluctant to accept this term, preferring instead the outdated categories of "full-time" and "part-time." Contingents face precarious employment, low pay and a lack of academic freedom due to their lack of job security. Wilson noted that 44% of all UUP members statewide are contingents.

Psychology Professor Doug Maynard, whose expertise covers industrial and organizational psychology, presented independent research on the experiences of adjunct vs. tenure-

track college professors. Maynard made the point that experiences among part-timers are not homogenous. For example, his research found that older adjunct faculty, many of whom may be retired from previous professions or are already financially secure, tend to be more satisfied. In contrast, younger adjunct faculty members are usually far more dissatisfied with their employment status, since many rely fully on teaching for their income.

Several speakers from departments that are heavily reliant on contingent teaching faculty spoke about the importance of these colleagues and the exploitation of their labor within the College. Andrea Noel, Chair of the Elementary Education department, stated that "many of these colleagues are finding it



Vincent Martucci



Rachel Rigolino



Gowri Parameswaran

difficult to meet their financial needs.” Educational Studies Chair Gowri Parameswaran made the point that adjuncts often do not receive their paychecks until halfway through the semester. Furthermore, when they are received, they are “delivered as a bulk amount and, as a consequence of that, they lose all kinds of need-based resources.”

Donna Flayhan, Associate Professor of Communication & Media and currently the chapter’s Vice President for Academics, said that she is the only full-time professor in her department’s concentration of Public Relations. She also mentioned that the course-loads within her department are unequally distributed between male and female contingent faculty, with females typically assigned a heavier course-load than their male colleagues.



Dennis Doherty



Stephanie Nystrom

Stephanie Nystrom, an adjunct in the Anthropology department and a mother of two children, did not have her contract renewed for the fall semester of 2013. In order to supplement her income, she has taken a job making deliveries for a local bakery. “I make as much money delivering donuts as I did teaching college,” she noted.

The Forum was one of the very rare occasions—no more than once a decade—when contingent faculty gather as a group and voice their concerns to anyone who will listen. Sadly, not a single administrator bothered to show up for even a few

minutes during the three-hour Forum. It was enlightening to hear the different experiences and perspectives from both contingent and tenure-track faculty. Newly-hired lecturer Stephen Pampinella addressed the Forum towards the end of the last hour, “I think as academics we are kind of trained and expected to not question the work environment that we’re in and the overall structure of the university; but I think it’s very important to question that, which is why events like this are essential.”



Glenn Geher

By giving an opportunity for faculty members to share their diverse experiences and perspectives, many important issues may become clearer for UUP to work on with the College administration.

Contingent Concerns Committee Labor-Management Meeting Notes, November 8, 2013

By Clinton Bennett, Philosophy, Contingent Concerns Committee

Administrative Attendees: Phillip Mauceri, Provost, Dawn Blades, Human Resources Director, Jodi Papa, HR Associate Director, Deborah Gould, Executive Assistant to the Provost.

UUP Attendees, Ed Felton, former Chair, CCC, Clinton Bennett, CCC, Peter D.G. Brown, Chapter President, Alan Dunesfsky, Professional Delegate, Barbara Heiles, CCC, William Capowski, NYSUT Labor Relations Specialist.

Ed Felton informed attendees that CCC chair Beth Wilson was unable to attend and had asked him, as former CCC chair, to conduct the meeting for UUP. He was happy to do so because his own schedule made attending these meetings difficult and although no longer Officer for Contingent, he remains a committee member. The agenda had been circulated.

1. Adjunct Compensation. Does the administration foresee any way in which it might increase the base rate being paid to adjuncts on our campus?

Felton stated that although this item is contentious and keeps appearing on our agenda, UUP considers it an obligation to champion the cause of members who receive the least compensation. He asked administration attendees what would be involved in reaching a decision to raise adjuncts' pay in terms of process, budgetary and other implications. He pointed out that two SUNY campuses, Cobleskill and Utica, are raising adjunct compensation over and above-across-the-board percentage increases, and that New Paltz had itself done so in 2005 when it increased adjunct pay. Mauceri replied that adjunct compensation was subject to market rates and needed to be consistent with this; the College exists in a market-driven economy. He noted that New Paltz's adjunct compensation is already the highest within SUNY, according to data at hand and that the policy of linking pay to percentage increases was favorable for adjuncts, and not widely practiced elsewhere.

Brown gave Mauceri two audio CDs, one for himself and one for President Christian, recorded at the October 30 *Forum on Contingent Faculty at SUNY New Paltz: Where Are We Now?* He commented that, although planned well in advance, unfortunately neither the Provost nor the President had attended due to another commitment. He questioned whether New Paltz's adjunct compensation was the highest. This did not correlate with UUP data. It was decided to exchange available data. Referring to President Christian's letter to the Forum, which said that the state was the appropriate level for discussion about adjunct pay to take place, Brown pointed out that whenever UUP raises this during contract negotiations with NYS, the union is told that adjunct pay is a local matter. Felton remarked that our campaign for increased adjunct compensation is part of a national campaign and thus unrelated to local markets; the issue is that adjuncts receive substantially less for teaching the same courses as lecturers and that pay should be equitable. There is a risk of acting like corporate executives when the market is depicted as the primary consideration.

Mauceri reiterated that local market rates must be considered when determining adjunct pay; we

do operate in a market economy. However, the College is constantly reviewing a range of factors, including market rates, when considering adjunct pay. Felton replied that nonetheless the College could raise adjunct pay, as it did in 2005, if it decided to do so. Mauceri responded that there is no magic wand to wave on this; priorities and budgets need to be considered. Brown observed that \$12,000 a year is not a living wage. Mauceri pointed out that many adjuncts do not depend solely on their teaching income. Being an adjunct is a part-time job, and adjuncts should not expect to receive a full-time wage. College policy is to reduce use of part-time faculty, appointing more full-time lecturers even though this runs against the national trend.

Capowski stressed that neither side present is empowered to “negotiate” rates of pay, but that discussion is within the scope the Labor-Management meetings. He clarified that discussing this issue is acceptable, and Mauceri agreed.

2. Adjunct Office Space. Might a facility similar to the former adjunct lounge in Wooster be provided again irrespective of what individual departments offer? Adjuncts cannot meet office hour requirements if they lack space to meet students.

Mauceri agreed that adjuncts require places to meet students in fulfillment of their contractual obligations to provide office hours, and was reviewing use of space, identifying under-used or unused possibilities. He is sympathetic to again providing a central adjunct space. Change on campus takes time but he was hopeful that space might be available by spring. Heiles asked about lockers – part of the former Wooster arrangement – and Gould responded that these had been located and would be offered for adjunct use, possibly in Old Main where space had been located.

3. Longer Term contracts for long-serving part-timers.

Felton suggested that this might be linked to the 8-year service awards and asked whether the administration was prepared to give further consideration to issuing two-year contracts. Blades responded that adjunct contracts depend on course recruitment, thus while one-year contracts have advantages for both parties, sometimes one-semester contracts are necessary due to student numbers. Mauceri observed that the size of the traditional under-24 college-age population in New York is decreasing, which impacts recruitment. Blades reported that she was examining the possibility of issuing two-year contracts and was reaching out to the SUNY system and to sister colleges. Brown suggested that “sister-in-law colleges” (public higher education systems in other states) might also be consulted. He noted that the California State system provides for default renewals of three-year contracts for their adjuncts. Mauceri and Blades pointed out that legal frameworks are different across states and that adjunct employment is not continuous through even one whole calendar year. Blades said that she will continue to explore the feasibility of longer contracts.

Brown reminded attendees that adjuncts with Term appointments are full voting members of the SUNY New Paltz Faculty, which did not seem to be widely known on campus. Mauceri reported that he was meeting chairs next week, and said that he would remind them.

4. DSA fund distribution.

Felton asked how the 2013 DSA was to be distributed among part-timers. Mauceri reported the

decision to distribute funds across-the-board to adjuncts; the six adjuncts who had submitted paperwork, however, will receive a higher award in recognition of the effort involved. Brown asked if future DSA funds could also be distributed across-the-board, to which Mauceri responded that he was not able to say.

5. Kill fees for cancelled courses.

Heiles explained that some adjuncts prepare for courses that in the end do not run, resulting in last-minute cancellation of contracts. Felton pointed out that an adjunct may have declined employment at another college to teach a course here and suffers financially when the course is cancelled. Blades said that this is why contracts are usually not issued until courses have recruited enough students. If an adjunct spends time preparing before receiving a contract, paying for this work is legally problematic. She pointed out, though, that when a course is cancelled a week or two into the semester, even if it is before the first pay period occurs, they are still under contract and may therefore receive compensation. Spring contracts begin January 2nd. Mauceri suggested that working out how such preparation might be quantified is challenging, since the amount of work involved will vary widely. This item will be discussed further.

6. Timelines of contracts/payroll for spring 2014.

Felton pointed out that adjuncts who receive one-semester contracts are adversely impacted when deadlines for returning these are difficult to meet. Some adjuncts had missed a pay period in early fall. Blades responded that policy is to allow enough time for adjuncts to return contracts in order to avoid missing a pay period, and that a suitable deadline date is provided. Fall contracts had been sent out later than usual due to a new format, but this should not be repeated. It is certainly better when contracts are returned quickly. Attendees agreed that the inclusion of a "return by date" was important. It was also noted that HR is willing to work with adjuncts in specific circumstances (such as being overseas at contract issuing time) to help them meet deadlines.



Spotlight: Donna Goodman, Development Office (retired) Professional Delegate

By Ryan Randazzo, Chapter Intern



Donna Goodman

To some, activism is not a choice but a lifestyle. It is something embedded in their DNA, and the battle for equality will be fought until the day they die. *An injury to one is an injury to all*: this union slogan highlights the importance of equality in every aspect of life. Donna Goodman, who worked in the College's Development Office prior to retirement, now serves the New Paltz Chapter as Professional Delegate extraordinaire, dedicated to fighting for social justice on a variety of fronts.

Goodman grew up in Philadelphia and received her Bachelor's degree in political science at the University of Pennsylvania. After graduating, she taught briefly and traveled extensively throughout the world. She spent several years in Israel, where she began to understand the complexities of the region and also to sympathize with the Palestinian cause. Rather than remain in Israel and engage in the struggles there, she decided to move back to the United States and become more active here, particularly in the women's rights movement.

While raising her daughter, Goodman also became involved in socialist politics. She views the United States as having a very cruel and extreme form of capitalism. She notes that the gap between the rich and poor is steadily growing. In order to prevent this from continuing, she believes that people need to unite and fight for social justice. Donna is convinced that when unions are strong, they do an excellent job of promoting unity and equality among workers.

While living in Brooklyn, Donna and her husband would come up to the Hudson Valley to go hiking. Because they enjoyed it so much, in time they moved up to the region. She found a job fundraising for SUNY New Paltz, and although she wishes the state system did not depend so much on private money, she believes that corporate and foundation donations are beneficial for the community.

After she retired, Donna remained active with UUP, because she believed in the cause and wanted to keep her connections here on campus. She currently serves as co-chair of the chapter's Regional Outreach Committee. She also represents the chapter on the Hudson Valley Area Labor Federation and the Upper Hudson Central Labor Council. Goodman has always believed in the union as a strong ally of the working class, which she sees as under attack.

Her goal today is to help strengthen the union movement as a whole. As a retiree, she does not deal with UUP contract negotiations. Instead, her focus is on expanding outreach to the community and to other unions.

"If our union gets stronger," Goodman said, "we all get stronger. It helps everyone in the community."

Goodman believes that it is essential to raise labor consciousness among those members who remain largely inactive. She feels that many members do not realize that they, in fact, *are* the union and should step up and do more to make the UUP more effective. This is a problem for many unions and other organizations, as well.

Donna's favorite kind of UUP activity is committee work. She sees committee work as an entry into union activism for members. For many years, she served on the chapter's Women's Rights & Concerns Committee (WRCC). She still co-chairs the statewide WRCC, which meets at the union's Delegate Assemblies to share information and coordinate policy recommendations.

Although she believes that the UUP is generally productive, Goodman concedes that occasionally unions can become too bureaucratic and act too slowly. She is encouraged by the progressive initiatives taken by the new statewide leadership.

When Goodman is not struggling against social injustice, sexism and militarism, she spends much of her time caring for family members and indulging in her passion for gardening.



**Don't hike alone
let us help you with the
CHALLENGES WE ALL FACE**

**Call NYSUT Social Services
at 800-342-9810 ext. 6206**

Free • Confidential • Responsive

Spotlight Article: Gregory Bray, Communication & Media By Ryan Randazzo, Chapter Intern



Gregg Bray and Chelsea DeMott

If you are lucky enough in life, you find a place that feels like home. For Gregory Bray, an assistant professor in the Communication & Media department, this place is the Hudson Valley.

Professor Bray was originally from Rutherford, New Jersey, but moved to the Hudson Valley in grade school. He has lived in Highland ever since. While growing up, he frequently visited New Paltz, so he is no stranger to the village. He initially stayed local to receive his education, getting his two-year in degree in Communication &

Media at Dutchess Community College and his Bachelor's degree in Communication & Media right here at SUNY New Paltz. He then enrolled in the graduate program at the New School to receive his Master's degree in Media Studies, and a Certificate in Media Management.

After receiving his Master's degree, Gregg decided to return home and was hired to teach full-time back in the Hudson Valley at SUNY New Paltz. Although he had a job teaching, his education was not over. Bray was able to find a program where he could earn his Ph.D. in four years over the summers, while still teaching during the academic school year. He studied at the European Graduate School in Switzerland, which gave him a chance to earn his degree abroad and stay at home in the Hudson Valley for a majority of the year.

While at the European Graduate School, Bray studied with Media Studies theorists such as Slavoj Zizek, Judith Butler and Barbara Hammer, among other notable scholars. They focused on media ethics and the relationship to ontology, looking at a broad spectrum of media from traditional movies to online media. Much of Bray's personal studies dealt with ethics, particularly the ethical engagement people have with media. He noted that there are many false fronts and spin doctors in the media, and he looked at ways which people can rethink media to be more self-reliant and ethical.

Today, Professor Bray primarily teaches classes in media production, television studies and theory. He believes that ethics must be practiced, so he incorporates the subject into every class he teaches.

One of the benefits of teaching production is that many of Bray's students go on to win awards and gain honors for their work. Bray believes many of his students are motivated team leaders who collaboratively work well with their peers. Since 2007 there have been almost 30 student projects that have won awards, including those presented to students at the Woodstock Film Festival, the Broadcast Education Festival of the Arts in Las Vegas and the CINE Awards in Washington, D.C.

Although Professor Bray noted that his students are the reason he comes to work every day, he is also extremely grateful for his colleagues. "There is a real sense of community," Bray said, "there are many opportunities to grow because of all of the support."

Student Labor Coalition

By Daniel Brenner, Chapter Intern

As previously reported in *The Bullhorn* (May 2013, p. 8), last semester SUNY New Paltz students joined forces with campus workers and faculty members and launched the Student Labor Coalition (SLC). The main purpose of the group is to create a working alliance between students, faculty and workers at the College. Some of our common issues include affordability, student debt, contingent faculty wages, as well as worker's pay and benefits.

Students and labor joining together on college campuses is not a new phenomenon. There was a Student Labor Coalition on campus here several decades ago. There is currently also a national organization called the Student Labor Action Coalition, which is a network of student clubs supporting campus workers and their unions. It was first established in 1994 at the University of Wisconsin, Madison.

The idea to re-launch the SLC at New Paltz came about last semester. The effort was led by UUP Chapter Intern Jamie Burns '13 and Barbara Cvenic '13, who headed the College's Amnesty International chapter and also led NYPIRG's higher education campaign. They were inspired by similar groups on nearby college campuses, including Bard and Vassar.

The major event that SLC held last semester was the May Day \$5K rally. Speakers addressed the dismal pay of adjunct faculty and the stagnant wages of tenure-track faculty. Several students spoke out about the crippling college tuition debt, which now stands at \$1.4 trillion and surpasses the nation's credit card debt.

One of the issues the group is now focusing on is the situation of food service workers on campus, both for students and non-students. SLC is creating a safe space for workers who fear reprisal for voicing their serious grievances. Student workers are especially vulnerable since they are not protected by any union. Several cases of missing pay and mistreatment on the part of Sodexo management have already been brought to the group's attention.

SLC is teaming up with other student groups addressing issues specific to our campus, such as the College's harsh two-strike marijuana policy, requiring that after a second offense the student shall be punished with "no less than expulsion."

It is important that students are aware of the exploitative conditions facing many campus workers. The goal of the SLC is to share information, develop a common strategy and increase cooperation among the various campus constituencies.



Labor Management Meeting Notes, October 21, 2013

By Niza Cardona, Chapter Treasurer

Administration Attendees: Provost Phillip Mauceri, Vice President for Administration & Finance Michele Halstead, Associate Human Resources Director Jody Papa.

UUP Attendees: Chapter President Peter D.G. Brown, Vice President for Professionals Jeff Pollard, Vice President for Academics Donna Flayhan, Treasurer Niza Cardona, Delegate and former VP for Professionals Linda Smith, NYSUT Labor Relations Specialist William Capowski.

1. What positions will the College President identify as being eligible for Recall and On-Call pay (Article 20.18 and 20.19)? Which titles has the administration identified with duties that have caused employees to be recalled to duty in the past? In what titles are employees asked to take phone calls or pages after hours, i.e., to be “on-call”? If an employee is in a position that the employer has not identified as On-call and Recall eligible, does the administration agree that the employee no longer has an obligation to take calls after hours?

The President will not identify titles for On Call/Recall. The administration wants UUP to bring to their attention any situations that are problematic. They in turn will bring them to the President. The administration believes that any On Call/Recall obligations should be in an employee's performance program. If it is a part of their job description they should not get paid extra for it. Halstead asked for the names of those individuals that self-identified as being potential candidates. It was suggested that if these employees already have arrangements made with their supervisors and would rather maintain those arrangements, they should be allowed to do so.

2. UUP appreciates the efforts taken so far to implement the Deficit Reduction Leave program at the College. While the administration seeks to *avoid* negative impact on the student academic experience, UUP believes that the best outcome will be to *minimize* such negative impact, especially as regards contingent faculty (full-time and part-time lecturers) whose professional responsibility is limited to teaching. These individuals will have to take teaching days as their DRL days. UUP suggests that the window of available dates open one week earlier than the date proposed by the administration, i.e., October 25 instead of November 1. Members should be encouraged to provide suggestions for what might be done on the two days they will not be in the classroom. However, the onus is on the administration to deal with the problem of having the contingent faculty out of the classroom for two days. The State of New York sought this DRL program and apparently never fully considered the impact of such a demand (Article 53).

It was agreed that all parties involved should attempt to avoid the negative impact that the Deficit Reduction Leave program can have on students. However, it may very well be unavoidable, since part-time faculty and many lecturers have professional responsibilities that are limited to teaching. The administration stated that maybe part-timers and lecturers could schedule activities that do not require teaching on those days. The number of individuals working in the above-mentioned capacity is yet to be provided. It was also agreed that the statement referencing the *UUP Deficit Reduction Program* would be relabeled so that it states the *New York State Deficit Reduction Program*.

3. What is the process by which Discretionary Salary Awards shall be allocated to full-time and part-time professional and academic employees (Article 20.5 and Appendix A-5)?

The Provost is still looking into the process by which Discretionary Salary Awards shall be allocated to full-

time and part-time professional and academic employees. Brown urged that meritorious work performed during 2011 and 2012 be rewarded with pay increases on base to help raise low morale among UUP members. He pointed out that the *Agreement* in Article 20.12 explicitly provides campus presidents the authority to increase the pay of individual employees. Discussion ensued about how to cover across-the-board distribution of money to all adjuncts. The administration stressed the need to use reserves carefully, especially when they are supporting recurring expenses.

4. How many performance programs with current evaluations are on file (Article 7 and Appendix A-28)? How many employees have not received performance programs and evaluations in the last 15 months? UUP is aware of instances where there have been no performance program updates or evaluations in more than a decade. At the last Labor-Management meeting, the administration stated that this information would be provided. UUP is entitled to this information, which is both timely and relevant to contractual obligations.

The information regarding performance program completion is as follows: 12% of the UUP professional staff still have not had evaluations or their performance programs updated in the past 15 months. More accurate figures will be given to UUP shortly. It was suggested that employees who do not have updated performance programs should ask their supervisors. We were reminded about how the Vice Presidents are getting memos to help in the pursuit of these updated programs.

5. Since Librarians are academic members of the faculty and the bargaining unit, they should not be held to a five-day on-campus obligation. UUP maintains that their professional obligation can be fulfilled by being on campus for four days, as is the case with other academics.

Brown maintained that librarians, as academic members of the faculty and the UUP bargaining unit, should not be held to a five-days-a-week professional obligation. He pointed out that some Stony Brook librarians only work four days a week. Mauceri replied that the librarians cannot have a four-day work week because the function of the library is their primary obligation and that the library schedule does not lend itself to such work weeks.

6. What is taking place on campus (committees, ad hoc or appointed, etc.) regarding Seamless Transfer and Open SUNY? Could our VP for Academics have a seat on those committees or at least be invited as an observer to those committee meetings if they do, in fact, exist?

According to Mauceri, the Seamless Transfer program will not lead to any imposition of drastic changes. It is simply making student mobility easier. It is not going to lead to standardized courses throughout the system. Open SUNY encourages faculty to meet student demand by offering more online courses. It is up to each individual campus and its faculty to define what Open SUNY is for them.



Labor Management Meeting notes, November 4, 2013

By Jeff Pollard, Chapter Vice President for Professionals

Administration Attendees: President Donald Christian, Provost Philip Mauceri, Vice President for Administration & Finance Michele Halstead, Human Resources Director Dawn Blades, Associate Human Resources Director Jodi Papa.

UUP Attendees: Chapter President Peter D.G. Brown, Vice President for Academics Donna Flayhan, Vice President for Professionals Jeff Pollard, Bill Capowski, NYSUT Labor Relations Specialist.

Prior to discussing agenda items, President Brown offered to “set the record straight” by having President Christian and him comment on the *Oracle* article entitled “Fair Play” that was in the Oct. 31 issue of the paper. Both agreed there were statements that were misquoted and/or taken out of context.

Brown said that his statement about lecturers being asked to teach 15 credit hours per semester *and* do research was misquoted (no research requirement). What he told the reporter was that lecturers needed to spend substantial time just to keep up in their respective fields.

Christian stated that he is not in a position to negotiate on salary matters at his level as campus president. Capowski pointed out that when UUP brings salary items to Labor-Management meetings, it is trying to find a local solution, to which any campus president has the authority to say yes or no. UUP is thus asking for consideration and not formally negotiating at Labor-Management meetings.

Flayhan stated that the pay issues are causing morale and retention issues across campus, which Christian acknowledged. Brown added that UUP is in a catch-22 position: SUNY system absolutely refuses to discuss part-time compensation during statewide contract negotiations, saying it should be worked out at the individual campus level, while locally we are told it should be dealt with at the statewide bargaining table. With part-time salaries not being addressed at either the statewide or the campus level, the result is that the pay gap between adjuncts and everyone else continues to widen every year.

1. Professional Development Committee. Joint NYS-UUP Labor-Management Individual Development Awards (IDAs) have been allocated for SUNY New Paltz totaling roughly \$25,000. We now need to form a local Professional Development Committee to process applications from our bargaining-unit members. UUP volunteers to serve on this Committee are: Devon Duhaney, Richard Halpern, Richard Kelder and Linda Smith. Who are the administration’s appointees?

It was mutually agreed that Anneliese Kniffin, James Burns, and Devon Duhaney will be the administration’s appointees on this committee, while UUP’s appointees will be Richard Halpern, Richard Kelder and Linda Smith.

2. Discretionary Salary Awards. What is the process by which recipients of DSA were/will be selected? The current 2011-2016 Agreement provides for Discretionary Salary Awards (DSA) to be awarded at the discretion of the College President. UUP has been asking the administration for the past half-year what process will be followed to allocate these funds. We have not received any information regarding the process of awarding this substantial amount of money, a third of which is required to go to part-timers.

These DSAs will shortly need to be processed into December paychecks. UUP would assume that the process of awarding \$212,811 to faculty would warrant some discussion and input from the faculty through its various departmental and governance structures, in addition to what the faculty is addressing via UUP.

For full-time teaching faculty, the administration will use the DSI applications compiled in spring 2013 as the basis for awarding DSAs in December 2013. Part-time employees will receive an across-the-board award, with those individuals who submitted dossiers in spring 2013 receiving an unspecified additional amount. Professionals were sent information on submitting recommendations by November 8, 2013.

3. Bullying. Would the administration be willing to present a join Labor-Management workshop on bullying in the workplace?

The administration responded in the affirmative and asked that UUP work with Anneliese Kniffin of Human Resources on this.

4. Shared Services. Please provide details regarding the current and future implementation of Shared Services programs at the College.

Halstead replied that the College had recently hosted an information sharing session on shared services. SUNY is looking for purchase contracts (e.g., elevator servicing contracts) that could be negotiated across several campuses, as these cost hundreds of thousands of dollars annually. Another example is that our IT area shared some ARGOS code with other SUNY campuses lacking our level of staffing and expertise. Our Fire Safety Office recently shared information across other SUNY campuses. The College also did a pilot where we hosted the purchasing function on our campus for four other SUNY campuses during a four-month trial. While we thought it went well, the other campuses did not, and so that pilot was stopped. The administration hopes to leverage better rates for shared purchases whenever possible, but also must comply with numerous new regulations with increased reporting requirements.

5. Open SUNY. Please provide detailed information (e.g., spreadsheet) on how the College is participating in the Open SUNY program. How is the College participating in the give-get process of Open SUNY?

Mauceri stated that Open SUNY is whatever we want it to be, there is no required mandate. Our winter sessions can be part of Open SUNY, as can our emerging online MBA program, which was initiated by the faculty in Business and is currently awaiting approval by the Curriculum Committee. Brown asked if there was a comprehensive listing of all our online offerings somewhere, to which Mauceri replied in the negative. Christian added that there is a demand for online classes over breaks by our students. If students can take a class in the winter session each year, they may reduce their time to graduation and also save money. Mauceri stated that the administration would rather have our own faculty teaching these classes than have students taking them online at a different college. Capowski commented that SUNY has a good history of respecting intellectual property rights of professors and their materials in online courses, and UUP is pleased with the explanation provided to the union on how this will proceed.

6. On Call/Recall. At our last meeting, UUP provided a list of position titles that should be eligible for On Call/Recall designation. Which positions is the administration willing to designate as On Call/Recall?

Blades said that the administration is still following up with the titles UUP provided at the last meeting. Human Resources asked supervisors to review and get back to them. Capowski pointed out that the new *2011-2016 Agreement between UUP and NYS* states that there needs to be an annual review of those positions eligible for On-call/ Recall. He asked that the administration inform UUP when it will conduct the annual review of positions for this new category.

At the conclusion of the formal agenda, Brown asked for ideas on what might be done to make these Labor-Management meetings even more productive. The administration appeared receptive and may have some suggestions at a future meeting.

Spotlight: Richard Kelder, Director, Teaching & Learning Center Professional Delegate

By Daniel Brenner, Chapter Intern



Richard Kelder

Richard Kelder is one of the most familiar faces within our UUP chapter. That is because he has been serving the union for over twenty years. Richard was first hired in 1983 by SUNY New Paltz as an adjunct in English. He started to become more involved with UUP in the early 1990's. He was Vice President for Professionals for thirteen years and was Chapter President from 2009-2011.

As a professional at New Paltz, Kelder has taken on a variety of positions. Starting in the mid-80s, he was appointed Associate Director for Special programs, a federally- funded Student Support Service program, where he directed the Tutoring Program, the Writing Center and academic support for students with disabilities in addition to writing grants. In the 90's he developed and administered a critical thinking program for developmental students that integrated critical thinking courses with courses in the Liberal Arts and Sciences.

In 2000 Richard was appointed co-director of the Center for Teaching and Learning where he still serves. He also teaches courses in the Linguistics program. The Center's goal is to promote excellence in teaching and develop programs for faculty that encourage the development and use of innovative pedagogies, instructional technology, online learning, and interdisciplinary teaching and curriculum development among other topics.

Richard has always been committed to political activism and social justice. "I'm a product of the 1960's," he declared during our interview. This is in part what inspired him to become involved with UUP politics. When asked what made him want to run for Chapter President, he said that the union was going through some very important changes at the time, and that the he wanted to contribute to moving it in the right direction.

While serving as Chapter President, Kelder was a member of the UUP Negotiations Team. If there was one thing he learned from this process, it was that the Governor's representatives at the table were firmly committed to cut funding from the State budget, and one area was in higher education. He also learned that the general public, including some of our legislators, "do not understand the value of public higher education in educating citizens to participate in a democracy and in contributing to economic development in New York."

After one term, Richard decided to step down from his position as Chapter President, so that he would have more time for other political pursuits. He ran for local office in Kingston, and currently serves as the Commissioner of Human Rights in Ulster County.

With respect to how UUP can improve, Kelder stresses that the union needs to approach issues with a broader perspective. "We need to take a more global approach. We need to be aware of national and international issues with labor." The decreasing strength of unions is not just an issue in New York or in the United States, but around the world. He thinks labor unions need to work together and in tandem with other progressive organizations to fight for workers' rights.

Kelder sees it as essential that UUP reaches out to the community, to other unions, to politi-

cians, and to local businesses. The emerging emphasis on outreach is one of the reasons UUP created the Regional Outreach Committee this year. Richard also believes that higher education is going through radical changes. Consequently, faculty unions need change, as well, to protect members and safeguard academic freedom. “With the advent of MOOC’s, online teaching, copyright and privacy issues, etc., we have entered new territory that demands we think outside the box,” he commented.

He discussed the issue of contingent faculty and adjunct/lecturer’s wages. He laments the hiring of more and more adjuncts, especially the reduction of full-time, tenured-track faculty. However, if tight budgets continue to force New York State to move in this direction, then he believes we have a moral obligation to pay these contingent faculty members higher wages.

Richard spoke frankly to the issue of participation by members and passivity within the union. He acknowledged that getting more people involved is a big concern, emphasizing that attitudes need to change, especially among faculty. The idea of being a unionized professor goes against a common perception that professors are “autonomous scholars” and act as their own personal managers. While it is true that the academic profession involves a lot of independent work, the faculty as a whole contributes to the well-being of the institution where they work. Richard Kelder’s summary message is that “Every person in the union needs to realize that every voice really matters.”



Richard Kelder and Vika Shock at an Executive Committee Meeting

Spotlight: Mike Malloy, Director of Environmental Health and Safety, Professional Delegate

By Ryan Randazzo, Chapter Intern



Mike Malloy and Augie

Photo by Katie Harman

The importance of safety on campus is something that is often overlooked by the individual. If you slip on a patch of ice on a cold February morning and are fortunate enough to catch yourself, the chances are you will just be grateful that you didn't fall and have an injury and continue with your day. However, some other person might not be so lucky with that same patch of ice. It is the duty of Mike Malloy, Director of Environment Health and Safety, to help ensure that accidents of this nature do not occur. It is truly the obligation of the campus community as a whole to ensure the safety of everyone on campus.

Malloy grew up in Rhinebeck, New York, where he went to Red Hook High School. From there he received his Associates' Degree from Dutchess Community College, but upon graduation decided to take a break from school. He traveled west, exploring the Rocky Mountains of Colorado and the beaches of California before moving to Alaska. Mike spent seven years living in Alaska working on a king crab fishing boat, sometimes going two weeks without seeing land. He believes it was a "job for youth" with the

amount of dangers he faced on a daily basis. Malloy recalls being knocked unconscious and being thrown overboard into the freezing waters several times.

Once his king crab fishing days were over, he moved back to the Hudson Valley where he began taking classes at Marist College and working as a safety technician for IBM. He was soon promoted to industrial hygienist, where some of his tasks included monitoring air quality and chemical exposure. Malloy received his Bachelor's degree in biology and chemistry, and remained at IBM until 2005, before taking a job as Director of Environmental Health and Safety at Mount Sinai Medical Center in Manhattan. However, the commute became too much for the Kingston resident, so in 2008 he took on the job as Director of Environmental Health and Safety at SUNY New Paltz.

Malloy currently manages a great professional staff of four and a dog, Augie, who is used to herd the geese on campus. Mike appreciates the hard work his staff puts in on a daily basis to help safeguard this campus.

His department's primary responsibility is to ensure that the campus meets government regulations for everything from environmental health and safety to fire safety. Their duties also include emergency management, ensuring proper disposal of the campus' hazardous waste from labs, asbestos issues and air quality. On top of that, he and his staff issue building permits for constructing new buildings and review injury reports on campus to see if the reason someone

was injured occurred as a result of proper procedures not being followed, or to improve present procedures. Malloy's overall goal is to have a campus community that has a stronger sense of a safety culture where that culture provides a safe community for everyone who enters the campus.

Although Malloy holds the title of Director of Environmental Health and Safety on campus, he and his staff cannot take care of the well-being of the entire campus on their own. It is also up to each individual campus community member to ensure the campus is a safe place for all. "We all have to be responsible for the safety of staff, students and visitors on our campus." Supervisors need to play an important role in their employee's safety too. Supervisors should ensure their immediate employees do their tasks efficiently and safely.

"People need to know to say something if they see something," Malloy said. "If there is an icy patch on the sidewalk, call Facilities at ext. 3301. We must all take part in making the campus safe for everyone. We are a community."

Although Malloy's hands are always full making sure the campus is safe, he still has found time to act as a Professional Delegate for the UUP. At the moment he is trying to combine the efforts of other unions in the area to establish one voice which can be used to influence legislators. Although he agrees with most of what the union has done, he has a couple of things he would like to see altered. He believes there are times where the union has to challenge the administration, but in other situations the union might be better off working together with the administration in order to create a better place for everyone. The idea of "us and them" is something that Malloy would like to see become less intense.

In the future, Malloy would like to stay involved with the union and possibly become a more active member. He would like to someday become the Grievance Officer, because he feels it would help him to better understand issues the union is facing and to bring balance to some of the issues.

In his free time, Mike still enjoys fishing. He has calmed down since his days fishing for Alaskan king crabs, and now enjoys more relaxing waters. Whenever he can, he tries to get away from his hectic life and spend the day fishing by the Ashokan Reservoir, enjoying the fresh mountain air.



A financial safety net for NYSUT members & their families

Long-term care insurance pays for services that aren't covered by Medicare or traditional health insurance but are important when you can't fully take care of yourself.

You may think it's unnecessary since you have no plans of ending up in a nursing home or requiring assistance for basic daily activities. The fact remains, though, that none of us can predict what's going to happen in the future.

This is where long-term care insurance comes into play – helping to pay the high cost of custodial care and other long-term care expenses that a long-term illness or injury can bring.

That's why the NYSUT Member Benefits Trust is excited to be back in the long-term care business with the endorsement of New York Long-Term Care Brokers.

With this endorsed program, NYSUT members and their eligible family members have the opportunity to receive a 5% to 10% discount on various plans.

With regional representatives throughout New York state and beyond, eligible individuals have access to long-term care insurance plans from multiple highly-rated insurance companies – including the New York State Partnership for Long-Term Care.

And with Americans living longer than ever today, the need for a financial safety net has never been greater. Through this endorsed program, eligible individuals can get a long-term care insurance plan designed with their specific needs in mind.



And don't automatically discount the cost of this type of insurance as it may be far more affordable than you may think.

If you or a loved one has been previously declined for long-term care insurance, you may still be insurable with a different company.

NYLTCB represents numerous long-term care insurance companies – all with different medical underwriting guidelines. Make sure to ask your long-term care insurance specialist for more details.

We encourage you to look into the cost of a long-term care plan tailored to your specific needs.

For more information about this endorsed offering, please contact **NYLTCB toll-free at 888-884-0077**. You can also contact Member Benefits with any questions at **800-626-8101** or visit **memberbenefits.nysut.org**.



New York
Long-Term Care
Brokers, Ltd.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross		Fed Taxable Gross		
				Current	3456.78	1234.56		
				YTD	45,678.90	34,567.89		
Advice #	123456789	Pay Start Date	07/13/2009	Net Pay				1,234.56
Advice Date	07/12/2009	Pay End Date	07/27/009					
Department ID	1234			Pay Rate				78,910.11
EARNINGS								
		Current		YTD		TAX DATA		
	Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	
Regular Pay Salary Employee		3456.78		45,678.90	4	4		
Location Pay		56.78		678.90	2	0		
					Mental Status Allowances Add. Amt.			
TAXES								
		Current		YTD				
		Fed Withholding	3,456.78	1,234.56				
		Medicare	45,678.90	34,567.89				
		Social Security	3,456.78	1,234.56				
		NY Withholding	45,678.90	34,567.89				
BEFORE TAX DEDUCTIONS								
		Current		YTD				
		Regular Before Tax Health	456.78	1,234.56				
		Supplemental Ret. Annually Prog.	678.90	5,678.90				
		TIAA Retirement Before Tax	56.78	1,234.56				
AFTER TAX DEDUCTIONS								
		Current		YTD				
			34.56	456.78				

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership card.

Join the UUP

Who can become a member of the UUP?

To be eligible to join UUP, one must be an employee of the State University of New York and belong to the Professional Services Negotiation Unit (PSNU, also called the o8 Bargaining Unit).

I am on the faculty at New Paltz / part of the professional staff / a librarian , so I am automatically a member of UUP, right?

No. By legislative action, UUP has "agency fee," meaning that all individuals who are classified as being members of the "Professional Services Negotiating Unit" pay a fee to the union if they are not actually members. The fee is equal to the dues charged UUP members, because Fee Payers receive many services from the union even though they are not members. Nonetheless, unless one signs and returns a membership application form to UUP Central, one can not vote in UUP elections, run for office within UUP or participate fully in UUP policy making. In short, if you don't sign the card, you are not a member of UUP.

What do I need to do in order to join?

You can obtain a membership application by contacting the Chapter Office, Lecture Center 6a and speaking with Chapter Assistant, Mary Thompson. You may also download the Membership Application (in PDF Format) from the UUP Central website, www.uupinfo.org, by clicking "Welcome/Join," and "How to Join UUP?" The form may be completed, SIGNED, and mailed to UUP, PO Box 15143, Albany, NY 12212-5143.

Chapter Committees:

Affirmative Action Committee

Karanja Keita Carroll, Black Studies, 257-2721, carrollk@newpaltz.edu (chair)
Eve Tuck, Education Studies, 257-2958, tucke@newpaltz.edu
Nicole Wistreich, Art Education, 257-3759, wistrein@newpaltz.edu
Rendesia Scott, Business, 257-2909, scottr@newpaltz.edu

Contingent Concerns Committee

Ed Felton, Art/Wood Design, 257-2792, feltone@newpaltz.edu
Beth Wilson, Art History, 257-3896, wilsonb@newpaltz.edu (chair)
Yvonne Aspengren, Languages, Literatures & Cultures, aspengry@newpaltz.edu
Alan Dunefsky, Development, 257-3986, dunefska@newpaltz.edu
Clinton Bennett, Philosophy, 257-2980, bennetc@newpaltz.edu
Barbara Heiles, Mathematics, 257-2633, heilesb@newpaltz.edu

Membership Development Committee

Alan Dunefsky, Development, 257-3986, dunefska@newpaltz.edu (co-chair)
Spencer Salend, Educational Studies, 257-2842, salends@newpaltz.edu
Kevin Saunders, Computer Services, 257-3893, saunderk@newpaltz.edu
Maggie Veve, Student Teaching, 257-2823, vevem@newpaltz.edu
Wayne Lempka, Art Museum, 257-3854, Lempkaw@newpaltz.edu

New SUNY Initiatives Committee

Donna Flayhan, Communication and Media, 257-3511, flayhand@newpaltz.edu (co-chair)
Niza Cardona, Student Accounts, 257-3157, cardonan@newpaltz.edu (co-chair)
Richard Kedler, Teaching/Learning Center, 257-2650, kedlerr@newpaltz.edu
Helise Winters, Office of Extended Learning, 257-2894, wintersh@newpaltz.edu
Stephen Pampinella, Political Science, 257-3549, pampines@newpaltz.edu
Angelica Snyder, Development, 257-3235, snydera@newpaltz.edu
Lulu Brotherton, Art History, 257-3853, brothere@newpaltz.edu
Linda Suszczyński, Accounting, 257-3181, suszczyll@newpaltz.edu
Linda Smith, Teaching and Learning, 257-3188, smithl@newpaltz.edu
Marcia Tucci, Academic Advising for Transfer students, 257-3044, tuccim@newpaltz.edu
Amanda Merritt, School of Education, 257-2335, merritta@newpaltz.edu
Herriet Lettis, Computer Services, 257-3133, lettis@newpaltz.edu

Regional Outreach Committee

Donna Goodman, Development (ret.), 255-5779, goodmand@newpaltz.edu (co-chair)
Peter D.G. Brown, UUP President (ret), 257-2783, brownp@newpaltz.edu (co-chair)
Kevin Saunders, Computer Services, 257-3893, saunderk@newpaltz.edu
Brian Obach, Sociology, 257-3447, obachb@newpaltz.edu
Mike Malloy, Environmental Health and Safety, 257-2385, malloym@newpaltz.edu
Spencer Salend, Educational Studies, 257-2842, salends@newpaltz.edu
Rosemary Milham, Secondary Education, 257-3318, mihmamr@newpaltz.edu
Beth King, Career Resource Center, 257-3278, kingb@newpaltz.edu
Helise Winters, Office of Extended Learning, 257-2894, wintersh@newpaltz.edu

Women's Rights and Concerns Committee

Maryalice Citera, Psychology, 257-3476, citeram@newpaltz.edu
Sunita Bose, Sociology, 257-2601, boses@newpaltz.edu
Megan Smailer, Design & Construction, 257-3391, smailerM@newpaltz.edu
Abigail Robin, English (ret.), robina@newpaltz.edu
Alison Nash, Psychology, 257-3554, nasha@newpaltz.edu
Melanie Hill, Psychology, 257-3457, hillm@newpaltz.edu
Giordana Grossi, Psychology, 257-2674, grossig@newpaltz.edu
Angelica Snyder, Development, 257-3235, snydera@newpaltz.edu
Eve Tuck, Education Studies, 257-8859, tucke@newpaltz.edu
Scott Schulte, Environmental Health and Safety, 257-2387, schultes@newpaltz.edu
Elizabeth Shuipis, Records and Registration, 257-3109, shuipise@newpaltz.edu
Denise Kennedy –Shane, Development, 257-3239, kennedyd@newpaltz.edu

Committees are open to all academic and professional members of UUP, whether full-time, part-time or retired. It is a great way to get involved, to improve our College community, to strengthen our union and to meet colleagues from other departments.

November

Su	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4 Labor- Management 2:30 pm Know Your New Contract (Prof./ Acad.) 12 pm JFT 1010	5	6 Workshop for Academics: Getting to Ten- ure, 12:15 pm, CSB 110	7	8 Contingent Concerns Labor Manage- ment Meet- ing 11 am	9
10	11	12	13	14	15	16
17	18 Outreach Com- mittee Meeting, UUP Headquarters in Albany 6-8 pm	19 Regional Outreach Committee Meeting, 12:30 LC 6A	20 Exec. Comm. Meeting, 12:30 pm CSB 110	21	22	23
24	25	26	27	28 Thanks- giving	29	30

December

Su	Mon	Tue	Wed	Thu	Fri	Sa
1	2 Labor-Management 2:30 pm	3	4 Contingent Concerns Labor Management Meeting 11 am Workshop on Constructive Retirement for Adjuncts, Noon, LC6A	5 Workshop on Constructive Retirement for Adjuncts, Noon, LC6A	6	7
8	9	10 End of Semester Gathering at Bacchus, 4:30 pm	11	12	13	14
15	16	17	18 Executive Committee Meeting, 11 am JFT 1010	19	20	21
22	23	24	25	26	27	28
Have a Great						
29	30	31	Winter Break!			

M I N I F E L B L E S K I

H 9 A 6 9 C L E S T

Executive Committee 2013-2015**CHAPTER OFFICERS:**

President	Peter D.G. Brown, Languages, Literatures & Cultures, ret.	x2783	brownp@newpaltz.edu
Vice President for Academics	Donna Flayhan, Communication & Media	x3511	flayhand@newpaltz.edu
Vice President for Professionals	Jeff Pollard, Center for International Programs	x2903	pollardj@newpaltz.edu
Officer for Contingents	Beth Wilson, Art History	x3896	wilsonb@newpaltz.edu
Interim Secretary	Wayne Lempe, Dorsky Museum	x3228	lempkaw@newpaltz.edu
Treasurer	Niza Cardona, Student Accounts	x3157	cardonan@newpaltz.edu
Grievance Officer	Vika Shock, Graduate School	x3286	shockv@newpaltz.edu
Affirmative Action Officer	Karanja Keita Carroll	x2721	carrollk@newpaltz.edu
Academic Delegates:	Peter D.G. Brown, Languages, Literatures & Cultures, ret.	x2783	brownp@newpaltz.edu
	John Hain, Secondary Education, ret.	x2770	thompson@newpaltz.edu
	Jeff Miller, Political Science	x3934	millerj@newpaltz.edu
	Glenn McNitt, Political Science	x3553	mcnittfg@newpaltz.edu
	Brian Obach, Sociology	x3447	obachb@newpaltz.edu
	Susan Puretz, Physical Education, ret.		puretzs@newpaltz.edu
	Spencer Salend, Educational Studies	x2842	salends@newpaltz.edu
Professional Delegates:	Alan Dunefsky, Development	x3986	dunefska@newpaltz.edu
	Donna Goodman, Development, ret.		goodmand@newpaltz.edu
	Richard Kelder, Teaching-Learning Center	x2650	kelderr@newpaltz.edu
	Wayne Lempka, Dorsky Museum	x3845	lempkaw@newpaltz.edu
	Michael Malloy, Environmental Health & Safety	x2385	malloym@newpaltz.edu
	Kevin Saunders, Computer Services	x3893	saunderk@newpaltz.edu
	Linda Smith, Academic Computing	x3188	smithl@newpaltz.edu
NYSUT Labor Relations Specialist:	William Capowski		wcapowsk@nysutmail.org
Chapter Assistant:	Mary Ann Thompson	x2770	thompson@newpaltz.edu
Chapter Interns:	Daniel Brenner	x2769	danielmlbrenner@gmail.com
	Ryan Randazzo	x2769	randazzoryan@gmail.com





**United University Professions
New Paltz Chapter**

SUNY New Paltz Phone: 845-257-2770
Lecture Center - 6A Fax: 845-257-2741
1 Hawk Drive
New Paltz, NY 12561

Mary Thompson, Chapter Assistant
845-257-2770
thompson@newpaltz.edu

Daniel Brenner & Ryan Randazzo,
Chapter Interns
845-257-2769



Mary Thompson at her desk in the Chapter office

We're on the Web!
www.newpaltz.edu/uup

SUNY New Paltz Chapter Officers

President:
Peter D.G. Brown
Phone: x2783
Email: brownp@newpaltz.edu

Vice-President for Professionals :
Jeff Pollard
Phone: x2903
Email: pollardj@newpaltz.edu

Vice-President for Academics:
Donna Flayhan
Phone: x3511
Email: flayhand@newpaltz.edu

Officer for Contingents:
Beth Wilson
Phone: x3896
Email: wilsonb@newpaltz.edu

Grievance Officer:
Vika Shock
Phone: x3286
Email: shockv@newpaltz.edu

Treasurer:
Niza Cardona
Phone: x3157
Email: cardonan@newpaltz.edu

Interim Secretary:
Wayne Lempka
Phone: x3845
Email: lempkaw@newpaltz.edu

Affirmative Action Officer:
Karanja Keita Carroll
Phone: x2721
Email: carrollk@newpaltz.edu



The Bullhorn: **Peter D.G. Brown, Executive Editor**
Ryan Randazzo, Managing Editor
Daniel Brenner, Contributing Editor
Yvonne Aspengren, Copy Editor

Editorial Policy: Opinions expressed in *The Bullhorn* are solely those of the writers and do not necessarily reflect the positions or policies of the UUP or its New Paltz Chapter, who are not liable for any errors or inaccuracies.

Would you like to write for *The Bullhorn*? We welcome your mail, editorials and articles on work, research, leisure, recreation, health and other topics. Please email brownp@newpaltz.edu.